

Starting with the COPSOQ II in the Flemish public sector in Belgium

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Study population

- June 2008 – June 2009
- 1492 subjects addressed
- public sector
 - municipalities, social sector (incl. nursing homes), schools, fire fighters
- East-Flanders region



Data collection

- 2 ways of collection
 - sent to home address
 - returned in pre-stamped envelope to researcher
 - reminder after 1 month
 - filled out at workplace
- Teleform – scanning
- SPSS



Population characteristics

- 1179 subjects (79.0 % particip. rate)
- 67.8 % women
- mean age (yrs): 41.6 (SD 10.3)
- age range (yrs): 19 - 68



Cronbach's α

| | <i>Flemish</i> | <i>Danish test</i> |
|------------------------------------|----------------|--------------------|
| Quantitative demands | 0.85 | 0.82 |
| Work pace (tempo) | 0.76 | 0.84 |
| Cognitive demands | 0.81 | 0.74 |
| Emotional demands | 0.85 | 0.87 |
| Demands for hiding emotions | 0.41 | 0.57 |



Cronbach's α

| | <i>Flemish</i> | <i>Danish test</i> |
|-------------------------------|----------------|--------------------|
| Influence at work | 0.59 | 0.73 |
| Possibilities for development | 0.84 | 0.77 |
| Variation of work | 0.68 | 0.50 |
| Meaning of work | 0.83 | 0.74 |
| Commitment to the workplace | 0.66 | 0.77 |



Cronbach's α

| | <i>Flemish</i> | <i>Danish test</i> |
|--------------------------------|----------------|--------------------|
| Predictability | 0.76 | 0.74 |
| Rewards (recognition) | 0.84 | 0.83 |
| Role clarity | 0.81 | 0.78 |
| Role conflicts | 0.77 | 0.67 |
| Quality of leadership | 0.89 | 0.89 |
| Social support from supervisor | 0.82 | 0.79 |
| Social support from colleagues | 0.70 | 0.70 |
| Social community at work | 0.79 | 0.86 |



Cronbach's α

| | <i>Flemish</i> | <i>Danish test</i> |
|----------------------|----------------|--------------------|
| Job insecurity | 0.64 | 0.77 |
| Job satisfaction | 0.76 | 0.82 |
| Work-family conflict | 0.73 | 0.80 |
| Family-work conflict | 0.81 | 0.79 |



Cronbach's α

| | <i>Flemish</i> | <i>Danish test</i> |
|--------------------------------|----------------|--------------------|
| Trust regarding management | 0.73 | 0.80 |
| Mutual trust between employees | 0.72 | 0.77 |
| Justice and respect | 0.80 | 0.83 |
| Social inclusiveness | 0.60 | 0.63 |



Mean values (SD)

| | <i>Flemish</i> | <i>Danish test</i> |
|-----------------------------|----------------|--------------------|
| Quantitative demands | 41.5 (19.6) | 40.2 (20.5) |
| Work pace (tempo) | 61.2 (18.6) | 59.5 (19.1) |
| Cognitive demands | 59.9 (19.9) | 63.9 (18.7) |
| Emotional demands | 46.6 (23.4) | 40.7 (24.3) |
| Demands for hiding emotions | 65.9 (17.8) | 50.6 (20.8) |
| Role conflicts | 33.2 (19.2) | 42.0 (16.6) |



Mean values (SD)

| | <i>Flemish</i> | <i>Danish test</i> |
|-------------------------------|----------------|--------------------|
| Influence at work | 43.6 (17.0) | 49.8 (21.2) |
| Possibilities for development | 67.2 (21.7) | 65.9 (17.6) |
| Variation of work | 58.5 (23.1) | 60.4 (21.4) |
| Meaning of work | 83.0 (17.3) | 73.8 (15.8) |
| Commitment to the workplace | 66.5 (18.3) | 60.9 (20.4) |



Mean values (SD)

| | <i>Flemish</i> | <i>Danish test</i> |
|--------------------------------|----------------|--------------------|
| Predictability | 58.2 (23.2) | 57.7 (20.9) |
| Rewards (recognition) | 67.8 (23.4) | 66.2 (19.9) |
| Role clarity | 79.1 (17.3) | 73.5 (16.4) |
| Quality of leadership | 59.8 (24.0) | 55.3 (21.1) |
| Social support from supervisor | 54.2 (21.5) | 61.6 (22.4) |
| Social support from colleagues | 58.9 (18.1) | 57.3 (19.7) |
| Social community at work | 73.6 (18.8) | 78.7 (18.9) |



Mean values (SD)

| | <i>Flemish</i> | <i>Danish test</i> |
|----------------------|----------------|--------------------|
| Job insecurity | 20.7 (25.4) | 23.7 (20.8) |
| Job satisfaction | 67.0 (13.5) | 65.3 (18.2) |
| Work-family conflict | 27.7 (20.7) | 33.5 (24.3) |
| Family-work conflict | 8.6 (16.0) | 7.6 (15.3) |



Mean values (SD)

| | <i>Flemish</i> | <i>Danish test</i> |
|--------------------------------|----------------|--------------------|
| Trust regarding management | 68.6 (18.5) | 67.0 (17.7) |
| Mutual trust between employees | 69.2 (19.4) | 68.6 (16.9) |
| Justice and respect | 60.3 (21.2) | 59.2 (17.7) |
| Social inclusiveness | 64.6 (17.4) | 67.5 (16.3) |
| Self rated health | 60.3 (21.7) | 66.0 (20.9) |



Prevalence rates (%)

| | <i>Flemish</i> | <i>Danish test</i> |
|------------------------|----------------|--------------------|
| Sexual harassment | 0.9 | 2.9 |
| Threats of violence | 3.8 | 7.8 |
| Physical violence | 4.1 | 3.9 |
| Bullying | 8.3 | 8.3 |
| Unpleasant teasing | 9.0 | 8.3 |
| Conflicts and quarrels | 33.2 | 51.2 |
| Gossip and slander | 28.2 | 38.9 |

